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*TRADOC Suppl 1 to AR 600-20

Department of the Army
Headquarters, United States Army
Training and Doctrine Command
Fort Monroe, Virginia 23651-5000

15 December 2002

Personnel-General
ARMY COMMAND POLICY

Summary. This supplement updates the Training and Doctrine Command (TRADOC) command policy, the management of the Equal Opportunity Program, and Equal Opportunity Action Plan, and makes changes in administrative procedures. Use this supplement in conjunction with AR 600-20 and the TRADOC Equal Opportunity Action Plan (EOAP).

Applicability. This supplement applies to all soldiers, DOD and DA civilian employees, and their family members assigned or attached to TRADOC. When applied to non-military members, it does not include issues related to employment issues within the U.S. Government.

Suggested Improvements. The proponent of this supplement is the Deputy Chief of Staff for Personnel, Infrastructure and Logistics (DCSPI&L). Send comments and suggested improvements on DA Form 2028 (Recommended Changes to Publications and Blank Forms) through channels to Commander, TRADOC, (ATBO-BPE), Fort Monroe, VA 23651-5000. Suggestions may also be submitted using DA Form 1045 (Army Ideas for Excellence Program (AIEP) Proposal).

Availability. Approved for public release; distribution is unlimited.

AR 600-20, 13 May 2002, is supplemented as follows:

Page 41, paragraph 6-2d (9) Responsibilities. Added.

The Deputy Chief of Staff for Personnel, Infrastructure, and Logistics (DCSPI&L) has staff responsibility for plans,

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policies, funding, and programs pertaining to the TRADOC Equal Opportunity (EO) Program to include the development, publication, and management of the Equal Opportunity Action Plan (EOAP).

Page 41, paragraph 6-2e. Commanders of Major Army Commands.
Add the following at the end of the last sentence of subparagraph (1).

Conduct EO Staff Assistance Visits (SAVs) to assist and monitor major subordinate commands, TRADOC Centers, and separate units and activities' EO programs and EO climate. SAVs will consist of an in-brief, assessment of program administration (Appendix A of this supplement), roundtable discussion with the commands' Equal Opportunity Advisors (EOAs) and selected Equal Opportunity Representatives (EORs), focus groups (where practical), and an out-brief with the commander. TRADOC will conduct SAVs annually to the MSCs, TRADOC Centers, and separate units and activities.

Page 41, paragraph 6-2e. Commanders of Major Army Commands.
Add subparagraph (9).

(9) Conduct an annual MACOM Equal Opportunity Advisor training workshop. MSCs, TRADOC Centers, and separate units and activities will fund their senior Equal Opportunity Advisor's attendance at the training workshop.

(10) Conduct an annual TRADOC Equal Opportunity Advisor of the Year Board. The TRADOC CSM will serve as president; Accessions Command, Combined Arms Command, Combined Arms Support Command CSMs, and the TRADOC EO SGM will serve as board members. TRADOC's EOA of the Year winner will represent the command at the Headquarters, Department of the Army, EOA of the Year competition. MSC's will conduct selection boards to determine their command's EOA of the Year nominees to compete at HQ, TRADOC level. (Note: Waiting to find out will HQDA have an appearance board)

Page 41, paragraph 6-2e. Commanders of Major Army Commands. Add the following sentence at the end of subparagraph (11).

...Forward a copy of policy statements for EO, the EOAP, and the EOAP to the next higher headquarters with an EOA v [redacted]

assuming command and whenever possible, [REDACTED] used.

Pa [REDACTED]. Add the following at the end of subparagraph (12).

... Commanders will provide timely feedback to their units from the Command Climate Survey or any EO survey instrument.

(MEP) will retain the documentation for 2 years. The specifics of the feedback are not required. The MEP need only show how feedback was provided, i.e., verbal or written, and the documentation provided.

[REDACTED] Compare [REDACTED] Add
subparagraphs (18), (19), (20), (21), (22), and (23).

(18) Major subordinate commands, TRADOC Centers, and separate unit and activities commanders will ensure new TRADOC [redacted] receive an orientation/briefing on equal opportunity policies, training, reporting requirements, and management of the EO program at the unit level. This orientation/briefing will either be part of the command's Company CDR/1SG course or a separate orientation conducted by an EOP [redacted].

(19) C [REDACTED]
i [REDACTED] for subordinate units and
a [REDACTED] [REDACTED] [REDACTED]
[REDACTED] [REDACTED] in Memorandums of [REDACTED]

(20) Ensure EOAs are afforded maximum time, effort and support to carryout their EO responsibilities.

[REDACTED]

n [REDACTED] p

d [REDACTED] NCATC and B [REDACTED]

S [REDACTED]

sub [REDACTED] ing

P [REDACTED]

f [REDACTED] as home, or [REDACTED]
of interest. Examples include staff duty NCO, casualty assistance NCO, member of an awards or separation board or

member of a courts-martial, etc. These restrictions are intended to preclude conflicts of interest, misuse of time, prevent the perception of impartiality, and to protect the integrity of the Equal Opportunity Program.

(22) Ma [REDACTED]

Paragraph 6.2. LOA Responsibilities. Add subparagraphs (24) and (25).

FOR assignment of each BOR assigned to unit, provided

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Page 48, paragraph 6-13. Equal Opportunity Action Plans.

Major subordinate commands, TRADOC Centers, separate units and activities, and selected staff directorates will submit EOAP data to HQs, TRADOC EO office NLT 20 days following the quarter as provided in EO data sheet at Appendix B.

Page 50, paragraph 6-16. Narrative and Statistical Reports on EO Progress.

Insert the following after the sentence ending with the word "mail" on line 3.

... All major subordinate commands, TRADOC Centers, and separate units and activities will submit [REDACTED] This report will include complaint information, the command profile, a list of EOA/EORs, a quarterly EO report, and a unit assessment report. [REDACTED] to the [REDACTED] units will maintain a copy of the report on file in accordance with AR 25-400-2.

Page 66, Appendix E-1a(1) Informal Complaint. Insert after the last sentence.

[REDACTED] This data will help provide a better picture of the command EO Climate. See data sheet at Appendix B.

Page 67, Appendix E-1 b. (6) Entering the Complaint Processing System. Insert after last sentence.

Individuals wishing to file a formal complaint after the 60-day reporting window may do so on DA Form 7279-R. The EOA or alternate agency receiving the complaint will then accept it. Commanders/alternate agencies will review the details/merits of the complaint. If the command/agency elects not to pursue the case because it is outside the 60-day window and clearly not practical to do so, they will state the reason for declining to investigate the case and "No Action Taken" in block 12a, DA Form

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7279-R. The command/agency will then brief the complainant on the decision and give the complainant the opportunity to appeal. If the soldier elects not to appeal, the complaint form will be filed IAW AR 25-400-2.

FOR THE COMMANDER:

OFFICIAL:

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For Information Management

SUMMARY of CHANGE

AR 600-20

Army Command Policy

This revision dated 13 May 2002-

- o Clarifies the marriage stipulation (para 4-14c(2)(a)).
- o AR 600-20 revision dated 15 July 1999 provides--
- o Policy guidance on relief for cause (para 2-17).
- o Policy guidance on extremist organizations and activities (para 4-12).
- o Policy guidance on relationships between soldiers of different rank (para 4-14).
- o Policy on other prohibited relationships (para 4-15).
- o Policy guidance on employment and volunteer work of a spouse (para 4-18).
- o Policy guidance on homosexual conduct (para 4-19).
- o Policy guidance on hazing (para 4-20).
- o Policy guidance on informal funds (para 4-21).
- o Additional policy guidance on political activities (para 5-3).
- o Additional policy guidance concerning Family Care Plans (para 5-5).
- o Revised policy guidance concerning Accommodation of Religious Practices (para 5-6).
- o Additional policy guidance concerning on-post distribution of non-government printed materials (para 5-9).
- o Additional policy guidance on the Army Equal Opportunity Program (chap 6).